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ABSTRACT

This preliminary report of the Massachusetts Commission on Hispanic Affairs presents information on the issues and priorities of the state's Latino community. It begins with a brief description of the commission's methodology, summarizes testimonies on Hispanic concerns gathered during public hearings held in 1984 and 1985 in Springfield, Boston, Lawrence, Holyoke, Chelsea, and Worcester, cities in which over 50% of Massachusetts' Hispanic population lives. The next section reports on the seven task forces created by the commission to address specific priorities, which include community economic development, education, employment and training, health, housing, human services, and youth. Each task force report outlines what the present situation is for Hispanics and how the task force plans to proceed in its investigations. Recurrent themes found throughout the testimony and the task force reports cite poor housing, substandard education, and inaccessibility of social services and job training and employment opportunities as major problems for Hispanics in Massachusetts. A list of people who appeared before the commission is appended. (CG)

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The Commonwealth of Massachusetts

COMMISSION ON HISPANIC AFFAIRS

HISPANICS IN MASSACHUSETTS
A PROGRESS REPORT

UD024596

Senate Chair
ROYAL L. BOLLING, SR.
House Chair
KEVIN W. FITZGERALD
Hispanic Chair
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Hispanics in Massachusetts

A PROGRESS REPORT

The Massachusetts Commission on Hispanic Affairs

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FOREWORD

In Massachusetts, recognition of the presence of Hispanics as a significant segment of the population has come slowly. As immigration patterns have shifted away from traditional entry points such as New York City, Hispanics have become more dispersed throughout the Northeast region; states such as Massachusetts have offered promise of a more tranquil environment and better work opportunities to Latinos dissatisfied with New York City as well as to those from abroad. As the Commonwealth's Hispanic population has grown to be the twelfth largest in the country, the barriers that prevent this group from enjoying the economic and social opportunities available in this state have become more evident. If these barriers are not soon removed, Hispanics are likely to become an entrenched underclass in Massachusetts society.

It is to prevent such a development that the Massachusetts Commission on Hispanic Affairs has undertaken its task of documenting the needs and concerns of this population. Not only is the well-being of roughly 4% of the state's residents of humanitarian concern, but the economic future of the Commonwealth may depend on its success in socially and economically mainstreaming this fastest-growing segment of its population. The descendants of early twentieth century European immigrants have grown older, many moving away, leaving the young and growing Hispanic population an increasingly important segment of the labor force. In some cities and towns, Latinos comprise a major consumer market whose economic prosperity--or hardship--will determine the health of their local communities. For the sake of our cities and the surrounding areas that depend on them, as well as for the Latino community itself, we must address the obstacles that impede Hispanics' progress in filling the jobs and leadership positions in which they are needed.

The purpose of the Massachusetts Commission on Hispanic Affairs, in addition to documenting problems and needs of Hispanics in Massachusetts, is to assist the Legislature, the Governor and policy makers in formulating plans that will bring our Latino community into the social and economic mainstream of Massachusetts. The progress report that follows is the first of a series of analytical documents currently in preparation which address the areas of migration and population, education, employment and training, housing, health, human services, community development, and the special need of Hispanics youth.

Respectfully submitted,

Senator Royal L. Bolling, Sr.
Senate Chair

Dr. Yohel Camayd-Freixas
Hispanic Chair

Rep. Kevin W. Fitzgerald
House Chair

INTRODUCTION

Background: The Massachusetts Commission on Hispanic Affairs

Recognizing the situation that the Hispanic community faces in Massachusetts, Senator Royal L. Bolling, Sr. (D-Boston) sponsored legislation creating the Massachusetts Commission on Hispanic Affairs (MCHA). This legislation called for the Commission to initiate an inquiry into the needs of the Commonwealth's Latino population.*

The Commission is headed by three Co-chairs. In addition to Senate Chair Bolling, Representative Kevin W. Fitzgerald (D-Jamaica Plain/Mission Hill)is the Chair of the members of the House appointed to the Commission, and Dr. Yohel Camayd-Freixas (Boston) was elected by the Commissioners appointed by the Governor to represent the Executive Branch to chair the Hispanic Commissioners. The Commissioners are: Dr. Raquel Bauman (Worcester), Representative Walter A. DeFilippi (R-West Springfield/Holyoke), Senator Patricia McGovern (D-Lawrence), Senator Linda J. Melconian (D-Springfield), Isabel Melendez (Lawrence), Nelson Merced (Boston), Representative Robert J. Rohan (D-Holyoke), Mike Rivas, Jr. (Springfield) and Cesar A. Ruiz (Cambridge/Somerville).

The staff of the Commission consists of a Director (Mayra Rodriguez-Howard), a full-time Research Analyst (Ralph Rivera) and an Administrative Assistant (Norma I. Colon). In addition, the Commission has been assisted by summer staff and graduate interns. To support the work of the staff, the Commission has developed statewide task forces of experts in the areas of Community Economic Development, Education, Employment and Training, Health, Housing, Human Services and Youth.

NOTE: The terms "Hispanic" and "Latino" will be used interchangeably throughout this report to refer to people of Puerto Rican, Dominican, Cuban, Mexican, and Spanish ancestry as well as other Spanish-speaking people from Central and South American Countries.

*Section 20 of Chapter 297 of the Acts of 1983.

First Phase: The Preliminary Report

In accordance with its mandate, the Commission is presenting a preliminary report to the Legislature and the Governor documenting the first phase of its work. This preliminary report includes three parts. First, a brief discussion of the methodology is presented. The second part consists of summaries of the testimonies gathered during the Commission's public hearings held in 1984 and 1985 in cities throughout the Commowealth. The summaries make clear that the problems facing Hispanics are common to many Massachusetts cities. While speakers addressed the concerns of their own communities, the themes of poor housing; substandard education; inaccessibility of social services, and training and employment opportunities reoccurred in each testimony.

This preliminary report also contains brief updates on the work of seven task forces organized by the Commission in the following substantive areas:

- Community Economic Development
- Education
- Employment and Training
- Health
- Housing
- Human Services
- Youth

Second Phase: The Substantive Reports

The Commission plans to follow this preliminary report with recommendations for action which would ameliorate the problems currently confronting Latinos in Massachusetts. Eight reports are planned. One, is an in-depth demographic analysis of the Hispanic Community in Massachusetts, which will provide baseline data for the seven reports that follow. These seven reports will consist of the findings and recommendations of the seven task forces organized by the Commission.

Upon completion of these eight substantive reports, additional materials will be added, and a complete manuscript will be presented to the Legislature and the Governor along with a comprehensive set of policy recommendations.

Third Phase: Work Plan

It is already evident to the Commissioners and staff that the Commission has work to do beyond the needs assessment, policy report currently being developed. Following these comprehensive reports and recommendations to the Legislative and Executive branches, the Commission will develop and present an organizational plan and a work plan to outline its long term role and guide future activities.

METHODOLOGY

The members of the Massachusetts Commission on Hispanic Affairs felt that to obtain a realistic view of issues and priorities in the Latino community it needed to focus its research on seven substantive areas of concern: 1) community economic development; 2) education; 3) employment and training; 4) health; 5) human services; 6) housing and 7) youth. A comprehensive demographic analysis of Hispanics in Massachusetts will provide a framework for these areas of concentration.

While Hispanics reside in most cities and towns in the Commonwealth, the Commission decided to study those cities with large concentrations of Hispanics, and where Hispanics represent a significant proportion of the city population. The cities where the Commission concentrated were: Springfield, Boston, Lawrence, Holyoke, and Worcester; more recently Chelsea has been added to this list. Over fifty percent of Massachusetts' Hispanic population resides in these six cities.

The information presented in the report came from three sources: public hearing testimony, task force discussions, and staff research. Public hearings were vehicles for the Hispanic community and other interested parties in each city to express their perceptions of the issues under study, as well as other concerns. All the hearings were well attended and a large number of the attendees chose to testify, as can be seen in the table below.

1984-85 Public Hearings

City	Hearing Date	Attendance	Testimonies
Springfield	May 17, 1984	80	18
Boston	June 21, 1984	110	46
Lawrence	September 26, 1984	62	31
Holyoke	October 25, 1984	61	23
Worcester	November 1, 1984	41	17
Chelsea	May 23, 1985	57	19

Seven task forces were created to address the specific sub-areas given priority by the Commission. Each is co-chaired by two members of the Commission--a legislator, and a gubernatorial appointee. Hispanic and non-Hispanic professionals, service providers, state and local employees, representatives from the public and private sectors, and other interested individuals with substantive knowledge in a given area were invited to participate in these task forces. The objectives of the task forces are to define and analyze the major issues in their field, and to recommend strategies for tackling them. The task forces began meeting in August of 1984, and will continue to meet until the comprehensive report is completed.

Finally, the commission staff was responsible for compiling data on the areas of study. A staff person was assigned to each task force and was responsible for gathering data and relevant materials on the subject matter. In addition, the staff served as a liaison between the task forces and the Commission and were responsible for incorporating the ideas and the work of the task force into this report.

The Commission also benefitted from the work of three graduate students from the Massachusetts Institute of Technology's Department of Urban Studies and Planning. They compiled the demographic profile of Hispanics in Massachusetts based on the 1980 Census Project, (San Francisco) Employment and Training Administration and the Lawrence Berkeley Laboratory of the University of California at Berkeley. The project includes much unpublished data from 1980 Census Summary Tape Files.

PUBLIC HEARINGS

Introduction

The public hearings provided a mechanism by which citizens and agency personnel in the targeted cities could express their concerns about the conditions in which Latinos live. The Commission has thus been able to develop a realistic understanding of those conditions. The speakers were forceful and urgent; their observations about the disadvantaged position of Hispanics are corroborated by statistical analyses. It was noteworthy that, in all the cities, the testimonies reflected a similar reality; only the emphasis differed. In some cities, health was the main issue; in others, it was education or housing. But all registered complaints covering the whole list that the Commission intends to pursue.

The hearing summaries provide an overview of the testimonies and offer the reader a feeling for the problems of each community. The written transcripts, as well as the tapes of the testimonies, are available for review at the Commission's office.

BOSTON

Profile of Latinos

Population in 1980: 36,430 (6.5%)

Population increase from 1970 to 1980: 103%

Estimated population in 1985: 51,815

Median age: 21.95 years

Median income: $9,027

Unemployment: 9.9%

Median education: 11.6 years of education

"The present available system does not allow for adequate services to make Hispanic children proud of what they are, to see that Hispanic adults can hold positions of responsibility that they admire and that being what they are they can accomplish anything they set themselves to accomplish."

Day Care Director

The main issues confronting Latinos in Boston, according to testimony presented at this public hearing, were related to human services and education. The failure of state agencies such as the Departments of Social Services (DSS), Mental Health (DMH), and Public Health (DPH) to develop and implement strategies to meet the needs of the Hispanic community was emphasized throughout the six hours of testimony. Several concerns about education, such as flaws in the bilingual program, the high drop-out rate, and low scores on standardized tests, were stressed.

According to testimony, the Departments of Social Services, Mental Health and Public Health lack sufficient bilingual/bicultural staff, hampering their ability to serve the Hispanic population. As a result, programs and services such as counseling, homemaker services, respite care, protective and supportive services, day care, adoption services, foster care and a range of mental health services are not accessible to Latinos. This situation is most distressing in the mental health system, which is marked by inadequate services, inappropriate planning and uncoordinated service delivery. In addition, funds for Hispanic community-based service agencies have been reduced, further curtailing the already inadequate supply of services.

Other major human service issues cited by speakers were: the inaccessibility of adoption proceedings to Latinos who aren't proficient in English; the under-utilization of family services by Hispanic elderly despite a great need; inadequate day care services; and the lack of written information in Spanish regarding all these services.

Education in general, and bilingual eduation in particular, were major areas of concern cited at the hearing. The shortage of bilingual education programs and teachers has forced a large number of Hispanic students with limited English-speaking ability into regular classrooms. The absence of a comprehensive bilingual curriculum, the isolation of Hispanic students in the bilingual program and the lack of educational materials and resources were also stressed.

The extrordinarily high Hispanic drop-out rate was seen, at least in part, as a result of the above shortcomings in the Boston Public School system, but other factors more difficult to document also contribute to school drop-outs. Hispanic children who are in school consistently score below state averages on standardized tests of basic skills. Other important educational issues that emerged were: over-representation of Hispanic children in the 766 (special education) program; lack of information for parents in Spanish; and the paucity of Hispanic principals and school administrators. Outside of the school system there are insufficient programs for youth. Speakers addressed the need for after-school, recreation, alternative education, and training programs.

Speakers also attested to the inadequacy of health services. One presenter highlighted the difficulty of documenting the health care needs of Hispanics since medical records do not indicate whether a person is Hispanic. The absence of a Hispanic origin item on death and birth certificates, for example, precludes the availability of data of sufficient quality to be used for analytical purposes or for assessment of the general health status of Hispanics.

Finally, testimony regarding the legal needs of Hispanics and other non-English speaking people was presented to the Commission. This written testimony discussed the difficulties Latinos face due to unfamiliarity with laws, the legal process, and the failure of traditional legal assistance programs to serve this population adequately. The lack of qualified, competent interpreters in the courts of the Commonwealth was highlighted as a very serious problem which prejudices the cases of many Hispanics appearing in court.

CHELSEA

Profile of Latinos

Population in 1980: 3,602 (14%)

Population increase from 1970 to 1980: 228%

Estimated population in 1985: 6,520

Median age: 17.2 years

Median income: $7,027

Unemployment: 17.1%

Median education: 8.5 year of education

"The administrations of this city are not interested, and never have been interested in the specific problems of the Hispanic community."

Community Activist

Chelsea, whose population is estimated to be 20% Hispanic, has the second highest proportion of Latinos in the state. In spite of their numbers, Hispanics have faced significant barriers to securing many needed services. Most notably they have been relegated to the worst housing in the city, and have not received adequate educational services. Speakers at the hearing also addressed the inaccessibility of public services to those who don't speak English, and the lack of community resources, particularly recreationl space, available to Hispanic youth.

Hispanics looking for housing in Chelsea are confronted with three interelated obstacles: unavailability of affordable housing; the poor condition of affordable housing; and discrimination against Hispanics seeking dwellings in White neighborhoods. Speakers claimed that housing units have been lost in recent years, especially large, inexpensive units appropriate for big, low-income families, as city revitalization plans have encouraged developers to convert old triple-deckers into small more expensive apartments. Absentee landlords fail to maintain the low cost rental units in which most Latinos live, and local laws offer tenants no recourse against dilapidated conditions, exorbitant rent increases and arbitrary evictions. The growing homeless population in Chelsea is one symptom of the increasing desperate housing situation for low-income people.

Public intervention in the Chelsea housing market has seldom been the benefit of the Hispanic population. Currently the only local housing program is the Home Improvement Program, which aids homeowners and therefore offers little to Hispanic renters. Public housing construction has concentrated on units for the elderly--in fact no family units have been built since 1973. Given the youthfulness of the Hispanic population, the local housing authority's focus has not been in the interests of Latinos.

Testimony about education in Chelsea indicates that while the school system adheres to the letter of the law in its provision of bilingual education, in fact there are many gaps that leave Hispanic youngsters underserved. Many of these gaps have resulted from cut-backs in state and federal funding, and Chelsea officials have not attempted to fill them. For instance, although there are 559 bilingual Hispanic students in the system, there are only 1-1/2 bilingual counselors (none in the elementary schools), one psychologist, no bilingual special education classes in the junior high or high schools, and no remedial reading instruction or speech therapy for limited English proficiency students. The unavailability of these services contributes directly to the drop-out rate, and thus to the persistence of poverty in the Hispanic community. One Chelsea teacher testified that up to one-third of the students in each of her five classes failed to complete the year, citing problems that bilingual supportive services should be designed to address.

Several speakers singled out the regional vocational high school as being particularly inaccessible to Hispanics. While theoretically open to bilingual students, it offers no bilingual services and only two limited English proficiency students are currently attending. In total, there are only a handful of Hispanics and Blacks in the school, along with one Cambodian, one Portuguese, and one Italian, and there is only one Black instructor.

In other areas, the city's failure to provide bilingual/bicultural staff, or at the very least Spanish-speaking interpreters, keeps many Hispanics from receiving their share of public services. This is true of the health and social service agencies as well as in courts and on the police force. That these institutions do not hire Hispanics has two implications: first, it denies Hispanics access to public service employment, often a means of upward mobility for immigrant groups in the past. Second, it limits the ease with which Hispanics can use these services, not only because of linguistic barriers but because of a lack of cultural sensitivity on the part of the service providers. This can be especially problematic when tensions arise between the Hispanic community and an all-white police force.

The entire Chelsea population has been hurt by the loss of manufacturing jobs in the area. Just last year, three plants employing six hundred workers closed down. Hispanics are often hardest hit by such lay-offs. Their participation in job training is limited by lack of ESL classes for adults. There is also a need for day care services for Spanish-speaking parents to facilitate their participation in education and employment programs. One

bilingual day care center reports a waiting list of 50 children.

Several speakers suggested the creation of a Latino Community Center which would provide much needed recreation space for young people, as well as being a focal point for the activities of the Hispanic community. Others recommended creating an office of Latino affairs in City Hall, which could coordinate the network of service for Hispanics and ensure a Spanish-speaking presence in municipal administration.

HOLYOKE

Profile of Latinos

Population in 1980: 6,111 (13.7%)

Population increase from 1970 to 1980: 227%

Estimated population in 1985: 11,061

Median age: 16.3 years

Median income: $6,580

Unemployment: 20%

Median education: 7.7 years of education

> **"Lost housing resources, poor conditions and lack of housing opportunities threaten the very existence of the Latino community in the city."**
>
> **Housing Advocate**

Testimony presented at the Holyoke public hearing revealed major concerns in the areas of health and housing. Other areas of concern were employment and education, including adult education. According to testimony presented, the socio-economic conditions in which Hispanics live makes them the most disadvantaged group in Holyoke. It is important to note that the interrelationship of issues was stressed several times at the hearing. For example, school attendance is negatively affected by other problems such as the dire need for affordable and decent housing, the absence of extracurricular activities for adolescents and limited access to medical care.

The inaccessibility of health care, particularly gynecological and obstetrical services, was mentioned as a factor that contributes to high health risk. Department of Public Health statistics cited at the hearing revealed that more than half of the pregnant Latina women do not receive adequate prenatal care. It was also reported that Holyoke has the highest rate of adolescent pregnancy, infant mortality, and child malnutrition in the Commonwealth. Moreover, Holyoke has the largest number of women who do not receive prenatal care until their second or third trimester.

Another problem in the health field that has a direct impact on Hispanics is the exodus of physicians from the Medicaid system. The Family Planning Council is the City's only provider of gynecological care for Medicaid recipients. Providence Hospital is the only provider in the city where Medicaid clients can receive obstetric

care.

A second major area of concern to presenters was housing. According to the City Planning Department's figures, it was reported that between 1970 and 1981 the four wards of Holyoke where most of the Hispanic community resides lost 2,623 housing units, or 31% of the area's housing stock. Sudden, large rent increases unaccompanied by improvement in housing conditions have contributed to high turnover rates. It was also reported that housing code agents have been inconsistent in their enforcement efforts, in some cases ignoring major deficiencies in substandard units, while in others being overzealous to the point of condemning buildings which had been providing housing for Hispanics. Furthermore, the city has openly declared a moratorium on the addition of any further subsidized family housing units, thus compounding the housing problems that Hispanics face. Speakers were also critical of the Holyoke Housing Authority. Their selection process, it was said, allows Whites to move in immediately while there is a ten year waiting list for Hispanics.

The final housing issues raised at the hearing were that poor heating and insulation in many buildings inhabited by Hispanics pose a health hazard particularly for the young and elderly; that discrimination in the housing market makes it difficult for Hispanics to improve their situation; and that because many Latinos lack the capital to own their own homes they cannot exercise control over their living environments.

A third area of general concern was education. A very high school drop-out rate is a major concern in a city where approximately 40% of total enrollment in the school district is Hispanic. Performance on standardized tests indicates an appreciable disparity in the level of achievement between Hispanic and non-Hispanic students in the district. It was reported that there is no evening General Equivalency Diploma (GED) program to serve those employed during the day. In addition, it was pointed out that prevention and remediation programs for youth, particularly those who are recent immigrants, are sorely needed.

One additional issue presented at the hearing was that, while the employability of Holyoke's Hispanics is hampered by their lack of marketable skills, there are no accessible training programs to ameliorate the situation. A large number of Latinos test at the seventh grade level or below, whereas most of the skills training offered requires competency at least at the ninth grade level. Lastly, several presenters criticized the human services available in Holyoke as culturally and linguistically inappropriate for the Hispanic population.

LAWRENCE

Profile of Latinos

Population in 1980: 10,289 (16.3%)

Population increase from 1970 to 1980: 342%

Estimated population in 1985: 21,610

Median age: 19.6 years

Median income: $8,614

Unemployment: 11.8%

Median education: 8.9 years of education

> **"The [Hispanic] community cannot be expected to improve and develop herself through the years if our children don't receive quality education."**
>
> **Community Activist**

Testimony at the Lawrence public hearing focused primarily on issues of housing, education, and the lack of sensitiviy of city officials to the plight of Latinos in the city.

The presenters repeatedly stressed the many housing problems faced by Hispanics in Lawrence. Latinos' inability to obtain affordable, decent housing, lack of enforcement of housing code laws, deterioration of public housing, and discrimination against Hispanics by landlords, were the major housing problems cited. Since more Hispanics are not familiar with their legal rights, they are not able to defend themselves against these abuses.

Regarding education, most of those who testified felt that there were major deficiencies in the Lawrence public schools which must be addressed. The high drop-out rate, a dearth of guidance counselors, and poor physical facilities were among the issues mentioned as needing attention. In addition, the desegregation plan instituted by the Lawrence School Committee was criticized as unfair and lacking Hispanic input, as Latino children are always the first to be bused.

City officials' apathy and insensitivity towards the Latino community was voiced by various presenters. It was stated that the lack of representation of Hispanics in municipal government, including police and fire departments, reduces the opportunity for Latinos to contribute to and feel part of the City of Lawrence. Tensions between police officers and Hispanics are in part due to

the lack of Hispanic or at least bilingual officers. Many also pointed out that the city government has done nothing after the riots of last summer; an attitude of "business as usual" prevails now that the attention and interest of the media and state officials has dwindled.

It should be noted that the Lawrence public hearing was the most emotional of all those held by the Commission. The Hispanic spokespeople conveyed a sense of overwhelming frustration, most of which was directed at the city administration.

Finally, the absence of programs and recreational activities for youth was repeatedly stressed. Many felt that the riots were a direct result of the frustration of youngsters who are unemployed and do not have opportunities to improve their lives.

SPRINGFIELD

Profile of Latinos

Population in 1980: 13,917 (9.1%)

Population increase from 1970 to 1980: 155%

Estimated population in 1985: 22,210

Median age: 17.3 years

Median income: $6,250

Unemployment: 33.7

Median education: 8.7 years of education

"If the problems of our youth are not adressed we are going to have a lost generation on our hands."

Community Advocate

The main problems facing Hispanics in Springfield, according to those testifying at the public hearing, were related to employment and training, housing and youth. Repeatedly, unemployment, a paucity of skills training, inadequate housing and the lack of effective services for youth were cited as the major deficiencies with which Latinos in Springfield must cope. Speakers claimed that the unemployment rate of the Hispanic community is higher than that of any other ethnic group in Springfield. The explanation for this high unemployment rate included lack of marketable skills (and few training programs to remedy this situation) and discrimination.

Those programs which could be used to benefit Latinos, such as comprehensive educational remediation with emphasis on basic skills and English as a Second Language (ESL), pre-vocational training, training in specific skills, and other employment-oriented programs are non-existent, inadequate, or ineffective. Tragically, some programs which do train Hispanics do not teach skills sufficient to meet entry-level requirements in a particular field, thus condemning participants to continued unemployment even after training.

Discrimination was cited by several speakers as a major barrier to employment faced by Latinos. Speakers contended that it is impossible for Hispanics to join trade unions and that there are very few, if any, Latino fire fighters, police officers, sanitation workers or teachers. The paucity of Hispanics working at contruction sites was cited as an example of the exclusivity of these fields.

Housing was another major concern of those at the hearing. This issue has two dimensions. One is the lack of adequate, affordable housing which has forced many Latinos into overcrowded units in dilapidated buildings. The second issue is discrimination, which is manifested in attempts to limit the areas of the city in which Hispanics are welcome.

The lack of effective youth services was the third major issue aired at the hearing. Presenters stressed the high Hispanic youth unemployment rate and felt that job training programs were not preparing Hispanics to be competitive in the job market. In addition, the high Latino drop-out rate, difficulties with the bilingual education program, delinquency, teenage pregnancy, alcohol and drug abuse, and the lack of government funds targeted for youth were repeatedly cited as problems which had to be addressed to ameliorate the conditions affecting young Hispanics.

WORCESTER

Profile of Latinos

Population in 1980: 6,468 (4.0%)

Population increase from 1970 to 1985: 286%

Estimated population in 1985: 12,707

Median age: 17.6 years

Median income: $6,302

Unemployment: 11.2%

Median education: 9.2 years of education

> **"It really pained me to have to listen to [previous testimony] because, being from New York City and being in Worcester for eleven years, I have never encountered so much racism as I have encountered in Worcester. So much classism....and it really saddens me to hear that, and not see too many changes going on".**
>
> **Community Resident and Advocate**

The areas in which Hispanics in Worcester encounter hardship and discrimination, according to participants in that city's public hearing, include housing, employment, education, and health care. Presenters at the hearing were critical of the inaccessibility of direct services, lack of employment opportunities, and a distressing school drop-out rate, all of which perpetuate the cycle of poverty in which so many Latinos are caught. While all speakers were concerned about a wide variety of issues, it was the dearth of decent, affordable housing that dominated the testimony.

Both housing rights advocates and community residents affirmed that a critical housing shortage exists in Worcester, especially for larger families. Several presenters cited the difficulties encountered by large families trying to secure adequate housing that meets standards of comfort and affordability. Landlord abandonment, arson, and the threat of eviction exacerbate the housing dilemma faced by Latinos. Even families that have a decent apartment cannot be secure in their tenure, as there are no rent control laws protecting them from exorbitant rent increases. One speaker contended that discrimination against Hispanics had made the task of locating a suitable apartment even more difficult.

Problems with the public housing system were also noted. The major criticism of the local housing authority was its slow application process, which kept those in need of housing waiting between their initial application and their actual placement. One Worcester resident estimated the waiting period to be three or four years. Ironically, a plan implemented by the city to achieve racial balance in all public housing developments is partly to blame for these long delays. The HUD-approved plan, which aimed to prevent over-concentration of Latinos in any one housing project, established a quota system that limits the public housing slots available to any one group. Since the Hispanic population in Worcester is small but has a tremendous need for affordable housing, the quota system has the discriminatory effect of preventing Hispanics from occupying available units.

A second issue repeatedly raised at the Worcester hearing was the inaccessibility of health care services. Communication problems at health care facilities, especially at hospital emergency rooms, reportedly denies acccess to services to Latinos who don't speak English. The difficulties faced by Hispanics trying to procure medical services was attributed to both the lack of bilingual staff and the shortage of Hispanic health professionals at health care facilities.

Several members of Worcester's Hispanic community emphasized that a lack of sensitivity to the specific needs of Latinos limits the effectiveness of all public interventions. For instance, while steadily increasing school drop-out and teenage pregnancy rates among Hispanic youth point to a desperate need for services targeted to this population, few appropriate programs have been developed. Several speakers at the hearing complained that the shortage of federal funds has made it difficult for most agencies to expand their services at this time.

A number of participants cited the limited local employment opportunities for Hispanics. Both community residents and agency personnel depicted the unemployment situation for Latinos, many of whom lack marketable skills, as oppressive. City Hall was criticized for its failure to hire Hispanics and its blindness to the need for bilingual services in its various departments. Some speakers also criticized the city's support for a developer's plan that converted scarce affordable housing units into a commercial project.

TASK FORCES' PROGRESS REPORT

Introduction

The Commission created seven task forces to address the specific priority sub-areas. The Task Forces brought together people knowledgeable in these various substantive fields to discuss the problems and generate recommendations on how to tackle these. The Task Forces are as follows:

- Community Economic Development
- Education
- Employment and Training
- Health
- Housing
- Human Services
- Youth

The brief reports that follow summarize the discussions of each Task Force. Each Task Force is drafting a final report with recommendations to be submitted to the Legislature and Governor.

COMMUNITY ECONOMIC DEVELOPMENT*

Chairs

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Diana Ortiz
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Mildred Rein
Special Assistant to
Assistant Secretary
for Neighborhoods
Executive Office of
Communities and Development

An overview of existing Hispanic-owned and operated businesses and of the labor force indicators of the 1980 Census lead to the conclusion that the development of the Latino business community in Massachusetts has been slow. Economic, technical, and cultural barriers have impeded the progress of Hispanic business people; limited capital and training resources have not been sufficient to overcome these barriers. The potential exists, however, for the establishment of a dynamic Hispanic community in this state. A comprehensive community economic development approach would help achieve this potential by combining business development and job creation with housing and infrastructure improvements, thereby helping to improve the economic conditions in Latino neighborhoods.

There is a strong community economic development movement in Massachusetts, as is evidenced by the number of community development corporations (CDCs). The few CDCs that serve primarily

*NOTE: Affiliations listed indicate position of person at time of Task Force deliberations.

Hispanic neighborhoods have concentrated on housing development and have met with early success, but have generally not moved beyond housing. The Community Economic Development Task Force has therefore chosen to concentrate on business assistance and development, hoping to soon see the successful CDCs branching out into these areas as well.

The Task Force has begun to investigate the types of businesses owned and operated by Latinos and the barriers they have encountered. We found that poor business skills and limited access to capital were factors inhibiting Hispanic business development. To these are added additional handicaps of lack of English proficiency, and problems (e.g., crime, customers with limited incomes) by anyone doing business in the low-income communities in which so many Hispanics are forced to live.

The responsiveness of existing business assistance programs to Latinos was dicussed by the Task Force, as well as the potential of community-based job creation initiatives. The Task Force has also investigated: job opportunity trends in Massachusetts; expected participation of Hispanics in these occupations; state licensing procedures (which can represent another barrier to Hispanics); and ongoing community development efforts in Hispanic neighborhoods.

EDUCATION*

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Carolyn B. Playter
Kehoe, Doyle, Playter, Novick
Attorneys
El Comite de Padres Pro Defensa de la Educacion Bilingue

Lydia Rivera-Abrams
Department of Implementation
Boston Public Schools

Dr. Juan C. Rodriguez
Director
Bilingual Special Education
Bridgewater State College

Manuel Rodriguez-Orellana
Associate Professor of Law
Northeastern University

Education is an important way of acquiring the skills necessary to survive and flourish in today's society. Yet, the data gathered by the Massachusetts Commission on Hispanic Affairs' Education Task Force point to the educational system's failure to respond to the needs of Latino students, resulting in poor academic achievement and high drop-out rates.

Data indicate that the educational attainment of adult Latinos is lower than that of the general population. Hispanics have a median of 10.9 years of schooling completed in contrast to medians of 12.6 years for Whites and 12.4 years for Blacks. According to the 1980 Census, an astonishing 56% of Hispanic adults had not completed high school.

*NOTE: Affiliations listed indicate position of person at time of Task Force deliberations.

The issue of greatest concern to the Task Force was the high drop-out rate of Latinos in Massachusetts. In addition, four other areas were highlighted during discussions: bilingual education; professional training (e.g., medicine, law) early childhood education; and vocational training. Finally, the Task Force considered faculty, administrative and trustee appointments, financial aid and policy design.

The Task Force initially addressed the high drop-out rate of Hispanic youngsters, estimated at 50% in some cities. Failure to complete high school contributes to poor economic and social progress. A bill authored by the Youth Task Force and filed by Representative Kevin W. Fitzgerald would require the Department of Education to collect data to determine why so many Hispanics fail to complete their schooling. The Education Task Force fully supports this bill and recommends its approval.

Regarding bilingual education, three major issues were identified by the Task Force. The first concerned the debate between clustering limited English proficiency students in a few sites, on the one hand, or ensuring bilingual students maximum access to as many schools as possible. While clustering allows a concentration of resources, possibly leading to a higher quality bilingual program, its drawback is that it segregates bilingual students from their English-speaking peers. How desegregation can be achieved without diluting the resources of bilingual programs is a critical issue affecting the quality of bilingual education.

The second issue related to the implementation of the bilingual programs. The Department of Education's Bureau of Transitional Bilingual Education conducts program audits which make specific recommendations for action regarding all areas found in non-compliance. Yet the problems cited by this Bureau's audits which were also consistently cited by community representatives in public hearings held by the Commission, also appear in various reports year after year, suggesting that the recommendations are never implemented. Enforcement of the Bureau's recommendations must be a priority.

The third issue is that parents be able to request that bilingual children maintain their native language skills and learn about their native history and culture while proceeding through the public school system. The Task Force considered a model that would facilitate this process, which could be included, either by amending the regulations or the Transitional Bilingual Education Law. The maintenance option would allow Hispanic and other bilingual children to retain valuable language skills as well as knowledge of and pride in their heritage. Maintaining language skills and cultural identification gives students many advantages, including fluency in two languages, and fosters a sense of pride in one's heritage. It is especially important because many children, such as those of Puerto Rican parentage, will migrate between Massachusetts and their home country a few times, and they need to be able to function in both societies.

The Task Force considered several issues pertaining to higher education. These were: the need to provide information about educational options to students at a younger age; to ensure their access to these opportunities; and to facilitate their remaining in school as they pursue higher degrees. In addition, the need for basic data regarding Latinos in higher education was clearly established. The Task Force is exploring ways to get pertinent demographic data into the hands of those responsible for designing programs that facilitate the entry of Hispanics into higher education.

A second concern regarding higher education is the inadequate representation of Latinos in staff, faculty and administrative capacities in private and public higher education. The Latino community must have access to policy-making bodies. Hispanic representation on Boards of Trustees, the Board of the Department of Education, and other policy-making agencies is critical if policy is to be responsive to the needs of Hispanic students.

The data-gathering procedures used by the Task Force on Education included: meetings with personnel from the Department of Education and with staff in vocational programs; gathering statistics from different school districts, particularly those that have bilingual programs in Spanish; examining reports and publications addressing issues of education for Hispanics; reviewing reports of bilingual programs; and examining the Higher Education Annual Reports for the past several years.

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EMPLOYMENT AND TRAINING*

Chairs

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Cesar Augusto Ruiz
Civil Engineer
C.A.R. Construction
and Realty

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Paul Kerrigan
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Hispanic Jobs Incentive Program

Vivan Male
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Division of Employment
Security

Elizabeth Zweig
Assistant Director
Cardinal Cushing Center
for the Spanish-Speaking

Throughout the public hearings, reference was made to the desperate employment status of the Commonwealth's Latinos. Hispanics are experiencing high unemployment and underemployment in Massachusetts and lack the necessary job skills to improve their situation. Latinos are excluded from the Commonwealth's booming economy and low unemployment rate. The Census shows that Hispanics had a 9.6% unemployment rate in 1980 while Whites had an enviably low 4.8% joblessness rate. The unemployment rate for Hispanics would have been higher if it took into account those who are underemployed and those who had left the labor force due to chronic unemployment and its frustrations.

A recurring cause of high unemployment cited at the hearings was an absence of job skills among the state's Latinos. Despite the reported abundance of employment opportunities in the state, Hispanic workers lack the skills training necessary to take

*NOTE: Affiliations listed indicate position of person at time of Task Force deliberations.

advantage of these opportunities and are left to compete for a limited number of low-skilled jobs. Without marketable job skills, Latinos remain vulnerable to the volatility of employment trends.

Given the problems raised in the public hearings, the Employment and Training Task Force has named several priority areas: inadequate skills training programs; insufficient supportive services, and language barrier handicaps. The Task Force chose these employment and training priorities because they relate to the difficulties faced by three segments of the Latino population: adults with limited education and limited English proficiency; female household heads; and unskilled workers. These were targeted as the sub-groups whose needs are not met by existing employment and training programs.

The Task Force has been discussing current adult education and skills training assistance offered to Latinos and low-skilled workers in Massachusetts. One area under discussion is the accessibility of training programs under the Job Training Partnership Act (JTPA) and the vocational educational system to Latinos. The Task Force is also interested in examining the performance standards required for placement in certain training programs. Further scruitiny is required to determine whether these entry criteria bar a segment of the population from participating in training programs. The Task Force is also examining the quality and quantity of adult educational (pre-vocational) services available to the Latino community. Moreover, additional pre-vocational training might bring Latinos up to the grade level required by JTPA programs.

The Task Force is addressing how the lack of stipends and supportive services might prevent the participation of low-income Hispanics in JTPA programs. Without stipends, the individual trainee incurs additional expenses such as child care and transportation costs which may be burdensome enough to discourage him or her from pursuing the training. Another Task Force focus is the creation of opportunities for Latinos to become providers as well as recipients of services, and the development of minority-owned businesses, ideas which are addressed more thoroughly by the Community Economic Development Task Force.

Finally, the Task Force is studying the employment and training problems that arise from language barriers. We plan to continue our deliberations on whether current English as a Second Language (ESL) efforts sufficiently meet the basic educational demands of the state's Latino population. There seems to be a shortage of ESL classes designed for those with no English background at all, especially since some are not literate in their own language. This preparation, needless to say, is an essential first step for any Hispanic seeking better employment. In addition, training should be available in the participant's native language.

The Employment and Training Task Force will continue to discuss the problems Hispanics encounter in the work world and the means by which these problems can be overcome.

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HEALTH*

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Miren Uriarte
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U. Mass.-Boston

Health is a pressing concern for all individuals in a society, but it has an even greater relevance in the lives of disadvantaged minority persons. The Hispanic population of Massachusetts is made up of primarily first generation immigrants, predominantly poor, and

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with the lowest level of education of all groups in the Commonwealth. It also has high mortality and morbidity rates and limited access to health services. Clearly, Hispanics in the Commonwealth confront life circumstances which foster poor health, and have limited resouces to secure care when ill.

The Health Task Force's goal is to identify and analyze the health issues of the Latino population. To do so we subdivided these health concerns into four general sub-areas: 1) data collection; 2) health problems; 3) service delivery and 4) human resources. Subcommittees were formed to identify the primary issues under each topic.

The documentation of Latino health status, health care service needs and available human resources has been hampered by a dearth of relevant data. While Hispanics are the fastest growing ethnic group in the Commonwealth and the largest minority group outside of Boston, it is not even known how many Hispanics are born or die each year in Massachusetts, let alone their health needs. To the extent that vital health statistics and other accurate, descriptive information do not reflect Hispanics as a group, health planning and resouce mobilization efforts for this population are greatly hindered.

One of the Health Task Force's current legislative initiatives is directed at the problem of health data gaps in requiring the Department of Public Health to include a Hispanic identifier on birth and death certificates.

Although inadequate ethnic identifiers on public health records make it very difficult to calculate the vital health statistics of Latinos living in the state, the Health Problems subcommittee felt that the health status of Latinos can be inferred from data from the following three sources: 1) geographic surveys in Massachusetts which have studied health status in areas where Hispanics reside in significant numbers; 2) data on health status of Hispanic population in other states; and 3) projections on the basis of sound epidemiologic and pathophysiologic principles. These sources indicate that the Massachusetts Hispanic population suffers disproportionately from the following health problems: respiratory diseases; infectious and parasitic diseases; cancer of the esophagus, stomach and cervix; cirrhosis of the liver; high blood pressure; diseases of gums, middle ear infections; vitamin and nutritional deficiencies; asthma; alcoholism; and depression.

The major areas of interest under health services was the accessibility of health care for the Latino population and how this ultimately affects utilization of care. Thus the barriers to utilization of health care services are of major concern.

The Health Human Resource subcommittee focused on the issues of the recruitment and retention of Hispanic health providers at the pre-professional level, and the paucity of Hispanic health professionals. Having doctors, nurses, social workers, psychologists and other health professionals who can communicate in Spanish and share a common culture is often very important to

Hispanics. Unfortunately, Hispanics are practically invisible in their representation in the health professions. According to the 1980 Census, only 1% of physicians, 1.5% of dentists, and 1.7% of psychologists in Massachusetts were Hispanic. Hispanic professionals do not comprise even as much as 1% of other health professionals for which data are available such as registered nurses(.4%), licensed practical nurses (.7%) and physical therapists (.8%).

Two other bills that potentially affect Hispanic health status were submitted by Representative Kevin W. Fitzgerald on behalf of the Health Task Force. One of the bills requires state agencies to include a Hispanic origin item on selected data systems. The other assigns responsibility for gathering relevant information on Hispanics and other large linguistic minority groups in the Commonwealth to a specific office within state government.

The Health Task Force will continue to document what it considers to be the major health issues for Hispanics, and will develop recommendations on strategies and policies for addressing these.

HOUSING*

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Russell Lopez
Facilitator
Assistant to Lt. Governor

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Neighborhood Development and
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Melvyn Colon
Executive Director
Nuestra Comunidad Development
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Ana Maria Perez-Camayd
Housing Policy Analyst
City of Boston

Latinos in Massachusetts live in substandard housing and do not have access to fair housing opportunities. This issue was stressed repeatedly at the Commission-sponsored public hearings. The Hispanic population in each of the five targeted cities is suffering from a lack of affordable, comfortable housing. Living in overcrowded, substandard units, Latino families are threatened by numerous housing code violations. Moreover, Latinos confront these problems in both the private and public housing systems. Housing problems faced by Latinos can be put in three categories: affordability; availability; and quality.

First, housing affordability is a major problem for Latinos who are constrained by low range employment and low levels of educational attainment. Housing prices are beyond the means of the majority of Latinos in Massachusetts. Their low wages preclude the possibility of homeownership and subject them to unstable rental housing market trends and the authority of landlords. Latinos are therefore not responsible for the maintenance of their housing, and are frequently victims of absentee landlords with little interest in keeping up their units. Large Hispanic families find it especially difficult to locate adequate shelter, and often live in uncomfortably overcrowded units.

*NOTE: Affiliations listed indicate position of person at time of Task Force deliberations.

Because Latino family incomes are often insufficient to meet the costs of housing, many seek assistance in the form of public housing or rental assistance. As reported in both Holyoke and Worcester, even public housing is an insufficient remedy. Long waiting lists at local public housing authorities obstruct Latinos from securing this housing. And even those who do manage to get an apartment in the "projects," often considered "housing of last resort," may find the conditions unacceptable.

The Task Force plans to investigate the ways of improving housing opportunities for Latinos. For instance, State-sponsored initiatives such as additional rental subsidies and construction subsidies might provide a partial solution. The Task Force also plans to examine the participation rates of Hispanics in the various existing housing assistance programs. We know, for instance, that as of November 1984, 250 families out of a total of 2,204 (or 12.3%) participating in the Executive Office of Communities and Development's Metro Boston Section 8 Rental Assistance Program were Hispanic. The Hispanic participation rate in the 28,000 Section 8 slots administered by local housing authorities, however, is unknown. The Task Force would like to research these statistics and the federal and state housing mortgage subsidies awarded to Latinos.

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HUMAN SERVICES*

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Jorge Luna
Executive Director
Concilio Hispano de Cambridge

Jorge Santiago
Director of Community Services
Executive Office of Human
Services

Carmen Velazquez
Coordinator of Special Projects
Affirmative Action Office
Department of Public Welfare

Previous sections have highlighted the following facts about Latinos: on the average they tend to live in cities, have substandard housing, are low-income, unemployed or engaged in menial employment, and have low levels of formal education. When one adds to these factors, the necessity of seasonal migration for many, and the pressure of acculturation to a society that tends to be rejecting and prejudicial, the total picture is one of severe stress, which is likely to result in social, emotional and psychological problems.

In light of the variety of stresses that characterize Latino life in the United States, it is puzzling to note that Latinos significantly under-utilize mental health services. Since the issue obviously is not a lack of need, one must turn to human service institutions and assess their capacity to recognize in these programs and services the unique linguistic, socio-economic and cultural dimensions of Latino minority groups.

The Human Services Task Force, concerned about the issue of availability and accessibility of human services to Latinos, decided to focus its research on nine agencies which provide key services to the community. These agencies are under the auspices of the

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Executive Office of Human Services (EOHS). These are: 1) Department of Corrections; 2) Department of Mental Health; 3) Department of Social Services; 4) Department of Public Welfare; 5) Department of Youth Services; 6) Office for Children; 7) Massachusetts Commission for the Blind; 8) Massachusetts Rehabilitation Commission; and 9) Parole Board. The Task Force decided to target four areas for its research: data collection, staffing, contracting and monitoring.

Data collection is important to the planning and delivery of effective human services. It is imperative to have adequate information on the population served in order to assign staff, assess needs and utilization trends, and develop service delivery strategies. However, very little data about Hispanics is currently being compiled by EOHS agencies. As mentioned in the Health Task Force report, legislation has been submitted to address this problem in the Departments of Public Health and Mental Health. It is imperative that the other EOHS agencies also begin to gather data on Latinos for use in their planning efforts.

The Task Force discussed whether Latino staff is large enough in service areas with large Latino populations. Hiring is sometimes done on the percentage of Hispanic clients instead of the percentage of the Latino population of the particular areas. The result is a "Catch-22" dilemma where the number of Hispanic clients will not increase if sufficient Hispanic staff is not available to service them. Conversely, if more Latinos do not utilize the services, Hispanic staff will remain low.

A third area of concern is government contracting with social service providers. The Task Force is investigating the number of contracts awarded to Hispanic agencies and those awarded to other agencies serving Latinos.

Monitoring of these social service agencies is the fourth area of inquiry. If monitoring is not undertaken with an eye to the culture of Hispanic clients, even those services targeted to Latinos can fail to address their needs.

The Task Force sent a questionnaire regarding these four target areas to Phillip Johnston, Secretary of EOHS, for response by the nine agencies mentioned above. The response have been received and the Task Force is in the process of evaluating them.

The second part of the Task Force's reseach will include a questionnaire to be sent to community agencies regarding the provision of services to Hispanics, Hispanic staffing levels, funding sources and concerns, etc. The Task Force is in the process of working on this survey. The final report will include a thorough analysis of these findings including information gathered in the public hearings with recommendations for action.

YOUTH*

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Corporation

Margaret Blood
Administrative Aide to
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Co-Coordinator of Mission Possible
Multi-Cultural Summer Day Camp

Members

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Systems Specialist
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Carlos Cruz
Outreach Worker
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Martha Eliot Health Center

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Gil Raldiris
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Cultural Enrighment Program
Inquilinos Boricuas en Accion

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Angel Pagan
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Ivonne Perez
Teacher
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Possible Multi-Cultural
Day Camp

Guillermo Rivera-Pagan
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Department of Public Health

Ron Robinson
Youth Counselor
Care About Now, Inc.

Jose Rosado
Director
Hispanic Evangelistic
Leadership Training Program
Catholic Youth in Action

*NOTE: Affiliations listed indicate position of person at time of Task Force deliberations.

William Meinhofer
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La Sociedad Latina

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Cardinal Cushing Center
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Rafael A. Torres
Assistant Director
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Norbert Zylbersztajn
Counselor
Concilio Hispano de la Comunidad

A principal characteristic of the Hispanic population of Massachusetts is that it is very young. The median age for Hispanics in the Commonwealth is 21.3 years. In addition, 37.6% of the population is under 16 years of age. On the other hand, the median age for the general population is 31.2 and 31.9 for Whites, and only 22.2% of the general population and 21.50% of Whites are under 16. Since a large number of Hispanic women have a higher average birth rate than non-Hispanics, this population will remain young for some time while the rest of the Massachusetts population grows older.

When one considers the exorbitant Latino school drop-out rate (47% statewide), the high teenage unemployment rate (35.7% for Latino youth between ages 16 and 19), the proportion of Hispanic youth in poverty (64.6%), and the paucity of human services targeted toward this population, one must conclude that the problems faced by Hispanic youth are critical indeed.

Focusing attention on the problems of Latino youth is going to be challeging, since the attention of the general population is increasingly turning to other service issues, particularly those concerning the elderly. The problems faced by Latinos transcend the boundaries of the Latino community however, and affect the entire state since Hispanics constitute a large portion of the state's future work force. As more and more Whites reach social security age, their support will depend on taxes paid by an increasingly Hispanic work force. Thus, a failure to deal with these problems will have serious implications for the future of Hispanics and the general population of the Commonwealth as well.

The multiple issues affecting Hispanic youth as identified by the Task Force can be grouped under three sub-areas: education, employment and training, and social services. Clearly under each sub-area, there are a myriad of issues and problems in need of solutions. However, the Task Force discussed what it considered to be the most pressing issues under each sub-area.

The preponderance of Hispanics under 22 years of age signifies that Hispanic families have a large number of children who are of school age. As a matter of fact, 73.4% of all Hispanic families have children under the age of 18 compared to 49.8% of all Massachusetts families and 48.5% of White families. Thus, it was understandable that the Task Force identified education as a

principal concern. The topics of most interest within education were: the drop-out rate, communications between schools and the community, and alternative educational programs.

The unemployment rate for Hispanic youth between 16 and 19 years of age is 35.7% compared to 4.8% for the general population and 9% for White youth. While the high Latino youth unemployment is influenced by multiple variables including discriminatory employment practices, prejudicial attitudes and the absence of a high school diploma, the lack of strong basic literacy skills contributes significantly to this problem. If Hispanic youth are expected to be competitive in the labor market, it is imperative that they enhance their basic literacy skills. The employment and training issues addressed by the task force relate to basic literacy and job skills development, in addition to vocational education programs and career opportunities information.

The principal issue discussed under social services is the general lack of services available for Hispanic youth. By and large, there are very few counseling, recreational, cultural and other programs servicing Hispanic youth. Some of these programs are essential preventive mechanisms which contribute to the positive growth of youth, others are critical intervention services. On the other hand, there are multi-service agencies which claim to have services for Latinos but have no Latino staff nor have they included Hispanics in the planning of these services. The end result many times is an inappropriate program which does not meet the needs of Hispanic youth and is therefore under-utilized.

A current initiative of the Youth Task Force is directed at the problem of drop-outs. Legislation requiring the Department of Education to collect data, study this problem and present recommendations to improve the drop-out rate has been submitted by Representative Kevin W. Fitzgerald. In addition, Representative Fitzgerald submitted legislation which would require all human service organizations contracting with the state Executive Office of Human Services (E.O.H.S.) agencies and located in communities with significant ethnic/linguistic populations to employ personnel and recruit board members who reflect the population composition of the area. This should produce programs which are culturally sensitive, will address the needs of Hispanic youth and will be utilized by them. The on-going work of the Youth Task Force will focus on recommendations for addressing these problems.

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APPENDIX

Schedule of Hearings: Massachusetts Commission on Hispanic Affairs

May 17, 1984 - Springfield, Massachusetts
Full Commission Public Hearing at New North Elementary School, Bernie Avenue, Springfield, 5:00 - 8:00 p.m. and meeting with mayor.

June 21, 1984 - Boston, Massachusetts
Full Commission Public Hearing at Gardner Auditorium, State House, Boston, 4:00 - 9:00 p.m.

September 26, 1984 - Lawrence, Massachusetts
Full Commission Public Hearing at City Council Chambers, City Hall, Lawrence, 6:00 - 9:00 p.m. Site visit and meeting with city and community representatives.

October 25, 1984 - Holyoke, Massachusetts
Full Commission Public Hearing at War Memorial Building, 310 Appleton Street, Holyoke, 6:00 - 9:00 p.m. Site visit and meeting with city and community representatives.

November 1, 1984 - Worcester, Massachusetts
Full Commission Public Hearing at University of Massachusetts Medical School, Worcester, 6:00 - 9:00 p.m. Site visit and meeting with city and community representatives.

May 23, 1985 - Chelsea, Massachusetts
Full Commission Public Hearing at Chelsea Public Library, 569 Broadway Street, Chelsea, 5:30 - 9:00 p.m.

Persons Who Appeared before the Commission

Springfield

Maureen O'Sullivan

Philip L. Guzman, Executive Director
Gandara Mental Health Center

Christine M. R. Rodriguez, Deputy Director
Spanish American Union

Cecile Estevez, Executive Director
Spanish American Union, Inc.

New England Farmworkers Council

Pedro Padua
Centro Cultural Puertorriqueno, Inc.

Jerry Mogul
Council for Children

John D'Agostino, Job Developer
Criminal Justice Resource Center

Harold Langford, Executive Director
Springfield Action Committee

Raymond Morales, President of
Memorial Square Council and the
Hispanic Merchants Association

Eddie Santiago, Youth Activist

Barbara Rivera, Director
Memorial Square Citizens Council

Hector Diaz, Community Activist

Austin Miller, President
Brightwood Development Corporation

Alan Harwood
Office of Mayor, Springfield

Maria Acosta
Parents Advisory Council

Boston

Ceferino S. Rosa, Community Activist

Teresa Nazario
National Conference of Puerto Rican Women, Inc.

Carmen O'Connor Coloma
Boston Public Schools

Remigio Cruz
Phillips Brooks House

Anne Wheelock
Jamaica Plain Commission on Central America

Nolin Vazquez
Mission Main Tenant Task Force, Inc.

Lydia T. Rivera-Abrams
Boston Public Schools

Elena Rivas de Zille
City Councilor Scondra's Office

Bettie Kaitz
Chelsea Community Counseling Center

Sandy Diener
Chelsea Community Counseling Center

Jorge Santiago, Director of Community Projects
Executive Office of Human Services

Armando Silva
Jamaica Pond Project

Agnes-Tamara Cornier, Director of Youth Services
La Alianza Hispana, Inc.

Carlos Cruz Santiago
Puerto Rican Collective

Miren Uriarte, Assistant Professor of Human Services
College of Public and Community Service
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Rita Gonzales Levine, Director of Counseling and Advocacy
La Alianza Hispana, Inc.

Dalia Diaz Saint Marie, Community Activist

Catherine Dormitzer, Assistant to Executive Director on Elderly Affairs
La Alianza Hispana, Inc.

Elena Macias, Director
Preterm

Melania Bruno
Puerto Rican Youth Leadership Development Program

Julia Valentin, Housing Supervisor
La Alianza Hispana, Inc.

Crucita Cruz, Community resident

Roberto Reyes, Community resident

Cecilia Hunt, Executive Director
Escuelita Agueybana, Inc.

Margarita Pagan, Community Activist

Annette Diaz
Casa Myrna Vazquez

Michael O'Laughlin
Hispanic Care and Protection Coalition

Christina Chacon, Bilingual Resource Room Teacher
Boston Public Schools

Alma Aldepol, Bilingual Speech Teacher
Boston Public Schools

Lieutenant Governor John F. Kerry

Jorge Hernandez, Director
Inquilinos Boricuas en Accion

Armando Martinez, Community Activist

Jose Rosado, Director
Hispanic Evangelistic Leadership Training Program

Maya Evans, Court Interpreter

Flavio Risech
Legal Services Center

Jorge Davalos
La Coordinadora

Rodolfo Rodriguez
Department of Education

Joe Casper
Boston School Committee

Thomas Saltonstall, Area Director
United States Equal Employment Opportunity Commission

Herman Hernandez-Santana
Department of Education

Felix Arroyo, Community Activist

Lawrence

Mayor John J. Buckley

John C. Housianitis, School Committee Member
Lawrence School Committee

Enrique Matos
La Oriental Store

Placido Fernandez, Community Activist

Armond Hyett, Community Activist

Eugene F. Thayer, Superintendent of
Lawrence Public Schools

Marion Hughes
L.H.A. Social Services

Alcira Kane, Paralegal
Merrimack Valley Legal Services

Donna Rivera, Community Activist

Roberto Chong
Greater Lawrence Mental Health Center

Maria Quintana, Community Activist

Tony Suarez Williams

Eladio Rosario, Community Activist

Jose A. Quesada, Community Activist

Carlos A. Barradas, Manager
Bilingual Program

Oscar Rodriguez, Community Activist

Luis Hiraldo
Young Women Christian Association

Luis A. Moreno, Sr., Community Activist

Nunzio DiMarca
Alliance for Peace

Briseida Quiles, Community Activist

Jose Antonio de la Cruz Hidalgo, Community Activist

Leida Ortiz, Community Activist

Lawrence Hester, Community Activist

BEST COPY

Carlos Rosello
Lawrence School Department

Mary Lynn Rodriguez, Community Activist

Herman Hernandez Santana, Community Activist

Craig Tomchik, System Manager
Continental Cablevision

Elsa Gibbons
Magnus Foundation, Inc.

Benito Martinez, Community Activist

Rev. Erbio J. Caraballo, O.S.A.
Holy Rosary Church

Magdalena Torres, Community Activist

Jose L. Figueroa
Inquilinos Merrimack Court

Holyoke

Maria Idali Torres
WIC Valley Opportunity Council

Cindy Ribeiro
Family Planning Council of Western Massachusetts, Inc.

Orlando Isaza
Crossroads

Timothy Barrett
Holyoke Public Schools

Juan Cruz
New England Farm Worker's Council

Elizabeth Bradley
Holyoke Public Schools

Walter V. Cordes
Holyoke Board of Health

Betty Lichtenstein
Housing Allowance Project, Inc. (HAP)

Gery Bilik
Valley Opportunity Council

Carlos Santiago
Holyoke/Chicopee Area Mental Health Center, Inc.

Felipe Pantoja, Community Activist

Sandy Venner
Office for Children

Mary Birks
Holy St. School

Richard Allen Gilbert - Helping Americans to Respect its Beauty
(HARB) Clean up Volunteers of Holyoke (CUVs)

Charles Brown
NAACP

Sylvia Rosello
Nueva Esperanza

Joan Sawyer
Western Massachusetts Legal Services

Carlos Vega
Rainbow Coaliation at Urban Ministry

Alvin Otero

Olga Candelario
Womanshelter/Companeras

Jorge Rodriguez, Community Activist

Timothy Cotz
Geriatric Authority of Holyoke

Priscilla Chalmers
Holyoke/Chicopee Regional Senior Services Corp.

Worcester

Eneida Lopez de Victoria
Latino/Bicultural Network

Dr. Iris Zavala Martinez
Hispanic Program, Worcester Youth Guidance Center

Lucy Figueroa
Quinsigamond Community College

Gladys Rodriguez
Quinsigamond Community College

Reverend Miguel Bafaro
Centro Las Americas

Carlos Colon, Community Activist

Alan Chuman
Statewide Area Health Education Center

Jose Perez
A.L.P.A.

Josefina Velez
Piedmont Neighborhood Opportunity Center

Gloria Melendez
Latino/Bicultural Network

Lilly Rosario Rosario, Community Activist

Heliodoro Pedroga
Concilio de Madres Hispanas

Miriam Torres
Family Planning Services of Central Massachusetts

Milca Gonzalez
Pernel Family Health Center

Judith Kaye
Legal Assistance Corporation of Central Massachusetts

Rosemary Velazquez
Housing Information Center, Inc.

Raymond Seda, Community Activist

Chelsea

Mayor James W. Mitchell, Sr.

Savuth Sath, Cambodian Community

Jose Toro
Chelsea Redevelopment and Restoration Commission

Ana Colon
Chelsea Community Counseling Center

Reverend Josue D. Rivera
Chelsea Hispanic Mission

Leo Robinson
Alderman

Fernando Epalza
Lucha, Inc.

Angel Meza
Comite de Padres por la Educacion Hispana

Guillermo Rivera-Pagan
El Comite Latinoamericano de Chelsea

Edwin Rivera
El Comite Latinoamericano de Chelsea

Grace McKinnon, Affirmative Action Director
City of Chelsea

Marla Perez, Teacher
Chelsea Public School System

Marta Rosa
Kangaroo Pouch Day Care Center

Linda Alioto Robinson, Director
Care About Now, Inc.

Jaime Santos, Vounteer
Care About Now, Inc.

Reverend Elias Colon
Chelsea Church of God

Ron Robinson, Youth Counselor
Care About Now, Inc.

Marta Montero-Jieburth, Community Activist

Ceferino Rosa, Community Activist

Daniel Garcia, Community Activist